



NCDOT LMDA

NMA Chapter #618

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Management Insight

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JANUARY 2011

LMDA Hosts Holiday Luncheon

LMDA hosted its annual holiday luncheon on Thursday, December 9. Doug McNeal, winner of the 2010 Manager of the Year Award, spoke to attendees about how PDA's are evolving and how employees should try to achieve a seemingly moving target. Doug also taught us his interpretation of the phrase "I'm not flying, I'm falling with style!", a line from the popular "Toy Story" movies. Attendees then enjoyed a catered lunch from Chef Mario's and a musical interlude from our very own Community Involvement co-chair, Mike Reese.



Jimmy Travis, LMDA Senior Executive Advisor, presented two annual awards at the luncheon. Congratulations to Judy Slywka and Mike Reese, who were awarded LMDA Outstanding Member and Board Member of the Year, respectively. Thanks to you both for all your hard work on behalf of LMDA!

The first Lunch & Learn of 2011 will be held on Thursday, January 20. See page 3 for more details. We hope to see you there!

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Five Key Skills of the Leaders of the Future

(The following article appeared in Leadership Excellence [www.leaderexcel.com].)

Five key skills of the leaders of the future:

- **Collaborative Mindset** – inclusive decision-making; genuine solicitation of feedback
- **Developer of People** – Mentors and coaches team; provides straight feedback
- **Digitally Confident** – Uses technology to connect to customers and employees
- **Culturally Attuned** – Has a diverse mind-set; prioritizes social responsibility
- **Anticipates and Builds for the Future** – Builds accountability across levels; champions innovation

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Activities Bulletin Board



- **Salvation Army/ WRAL Winter Coat Drive ends January 14**

LMDA is still collecting items for the Salvation Army/ WRAL Winter Coat Drive; the drive ends on January 14. Donations of used/gently worn coats to benefit a needy child or young adult are welcome. You may also donate gloves, scarves, and hats. Collection boxes are located at the Highway Building, Century Center, ERC, Greenfield Parkway, Raney and Division 5-Durham Buildings. If you have question about where you can make a donation or what is accepted, please contact Demorris Hukins at 431-6706 or dhukins@ncdot.gov.

- **Toys for Tots Drive**

Special thanks to all of those who donated items for the Toys for Toys Drive. Together, we collected 123 toys for the program. Thank you!!

- **WinterFest Volunteers**

Special thanks to those who volunteered at UNC-TV's WinterFest fundraiser on December 1- and especially to those who returned on December 8! UNC-TV's next fundraiser will be in March, so look for details soon on how you can participate.



CALENDAR

2011		Event	Time	Location	Contact
January	13	LMDA Board Meeting	12-1pm	OIG Conference Room, Highway Bldg.	Any Board Member
	14	Community Involvement: Winter Coat Drive Ends		Donation boxes at Raleigh- area offices	Demorris Hukins/ Mike Reese
	20	Lunch and Learn: Making Your PDA Work for You	12-1pm	EIC	Linda Fuller
February	10	LMDA Board Meeting	12-1pm	Oberlin Road Office, Room 280	Any Board Member
	17	Lunch and Learn: PE/FE Exam Review	12-1pm	TBA	Linda Fuller

JANUARY LUNCH & LEARN



"Making Your PDA Work for You" January 20, 2011

Program Overview: It's time to be YOUR own very best cheerleader! Growing in leadership means focusing on every aspect of your life, especially your job performance. Performance management has become a necessary part of any organization today. Learn to document and highlight that extra report you have written or the tireless additional time you've worked on a high priority project in your yearly performance review. The foundation of performance management is *accountability*, so display your talents, the small things add up over a year. .

NCDOT established the Performance Dashboard and Appraisal (PDA) to measure and improve performance. Our featured speaker Ehren Meister, Director of Performance Metrics Management for NCDOT, will lead the discussions on how you can better make your PDA work for you or your employees, including some unique tips and tricks.

Details

Time: 12:00 – 1:00 pm - Please feel free to leave earlier if you need to make it to another appointment.

Location: NCDOT – Transportation Building, EIC Conference Room 114

Lunch: Featuring a catered lunch of healthy sandwiches from **Chef Mario's, Inc. Catering and Personal Chef Service** www.chefmario.com - \$5.00 for members and \$10.00 for nonmembers. Please bring a beverage. *(You are also welcome to bring your own lunch to the Lunch & Learn.)*

Participation Limits: Attendance is limited.

RSVP: E-mail Linda Fuller lf fuller@ncdot.gov to confirm your participation. Lunch requests must be received by noon on January 18.

Learning,
Growing,
Leading



Leaders of the Future cont. (from page 1)

According to a recent article in *Leadership Excellence*, innovative new styles of leadership - ones that are collaborative, personalized, technologically adept and culturally attuned - will be required in the workplace of the future.

Demographic shifts with regard to the age, race and gender of employees mean that the future workplace will not look like the 2010 workplace. In the US, this will result in a workplace that is half female, 63 percent Caucasian (down from 82 percent in 2010), and nearly one-third Hispanic.

But the biggest change the workplace of the future will present is the most age-diverse workplace: by 2020 there will be five generations in the workplace at once. From Traditionalists born prior to 1946, to members of Generation 2020, who will begin entering the workplace in 2015, leaders will be charged with meeting the wide range of expectations held by each generation.

Teleconferencing, blogs, Skype, instant messaging, wikis, social networks, chat boards, and video and document-sharing sites allow for instant transfer of information, feedback, and decision-making. This real-time information transparency will change what is required of leaders.

The characteristics of what it took to be a great leader in the past—integrity, customer commitment, and vision—will be retained, says Marshall Goldsmith. However, “five different qualities will be added: global leadership, cross-cultural appreciation, technology savvy, building alliances and partnerships, and sharing leadership.”

1. Collaborative mindset. Leaders must have a collaborative mindset, work comfortably in a networked environment, deal across cultures, and navigate complex environments. Employees list honest feedback as one of the most desired skills in a leader. New methods are being created to provide continuous, real time and instant feedback.

New forms of mentoring will include group-, reverse-, micro- and anonymous mentoring. Team based leadership options, such as collaborative councils and boards, will facilitate cross-team functionality. Leaders will seek and consider input from all employees. New leaders will factor in these thoughts, experiences, and skills and deploy them for fast, productive results.

2. Team development. Younger generations consider work an integral part of their lives. They need their job to be fulfilling and hold the promise of advancement. On top of open feedback, they also want career guidance, relevant training, learning opportunities, and to feel part of a community. A leader with a collaborative mind-set will spend time on building rapport and trust. Focusing on the individual will be the key to retaining employees.

3. Tech savvy. New leaders will need to be comfortable in the technology of the newest generation of workers. They'll use social technologies as a means of keeping all the outlying components of the organization in a real-time, two-way information loop. Social media tools invite transparency, inclusion, and instant communication to address changing situations. Beyond being digitally confident, they must seek new means of improving their company's technical proficiency.

4. Culturally attuned. Leaders need to be competent at working with a wide-range of employees, constituents, and citizens. Since their employees will be working with all types of people, they'll need to leverage the unique skills of all and create cohesion.

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NCDOT- NCSU Online Courses

NCDOT and the NCSU Industrial Extension Service (IES) have entered into a no-cost agreement to produce online courses that feature content provided by the NC Department of Transportation. The partnership will enable NCDOT to share information on successful projects, new technologies or methods, new research, etc. with a broad audience. The agreement runs through December 2011.

How it will work. NC-IES will tape designated lectures during conferences, seminars and/or presentations where NCDOT Executives, Program Managers, or Subject Matter Experts are presenting. NCDOT will designate which venues/presentations may be captured. In-studio sessions may also be used. Content may range from technical (civil, environmental, or mechanical engineering) to management-related topics (e.g., project management, budgeting for projects, leadership or sustainability).

What's in it for us? In exchange for content, NCSU-IES will create and market these online courses, and will manage enrollment. Forty percent of the proceeds collected from enrollment in the online courses will be put into a separate account, managed by NCSU, to fund student summer internships with NCDOT.

In addition, NCDOT employees may enroll in these online collaboration courses for free for the duration of the agreement, and may earn PDH credits associated with the online courses.

To make this partnership a success, please let us know in advance of any external conferences or events where you or your staff plan to present, or let us know of any projects, programs or initiatives you would like to highlight. Please contact Beth Neely at (919) 715-2405 or ebeneely@ncdot.gov for more information.



NMA Vision Statement

NMA is the recognized worldwide partnership of people and businesses inspiring outstanding leadership, and cultivating highly productive workplaces.

NMA Mission Statement

NMA creates leadership development products and opportunities that maximize the potential of our members, sponsoring organizations, and communities.

Leaders of the Future cont. (from page 4)

5. Future-facing. Scanning the environment, identifying trends, and building new skill-sets will ensure long-term viability and sustainability. Competitiveness requires creating a culture of ongoing innovation and encouraging creative thinking.

Leaders who can take collaboration to a new level in building their teams, and who can use the digital tools to their greatest effect, will direct their organizations into a dynamic future.

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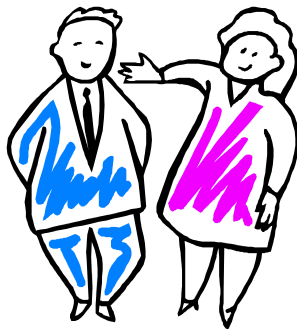
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Welcome New Members!

Jihad Shawwa, Fleet & Material Management Unit

Want to know what's going on with LMDA at any time? Then check out **LMDA** on **Outlook**! We have our own Outlook calendar, and it's updated with all upcoming committee meetings, Lunch & Learns, community service events, and other items we think our members might enjoy. To find us, search for "**Service Account- Leadership & Management Development Assn.**" on your NCDOT Outlook calendar.

Have a leadership opportunity or community service event you'd like us to include on the calendar? Just email us at **lmda@ncdot.gov**, and we'll post your event.